

Local ABC System
Compensation and Benefits Survey
Please Return on or before December 1, 2009
To Laurie Lee, NC ABC Commission
4307 Mail Service Center, Raleigh NC, 27699

Name of ABC System

Eden

ABC Employees

1. How many employees does your ABC system have? full-time 5 part-time 2
other _____
2. What are the names, titles, total annual compensation (salaries plus bonuses), benefits (410(k), health, retirement, other) and hire date for the 5 most highly paid employees of your system for the following periods:

Fiscal Year 2009 (July 1, 2008 - June 30, 2009)

NAME Gary Robinette TITLE Store Manager
SALARY \$ 51,265 BONUS \$ 3,400 BENEFITS Yes ☒ No ☐ HIRE DATE 12-84

NAME Danny Martin TITLE Clerk/stocker
SALARY \$ 34,165 BONUS \$ 1,450 BENEFITS Yes ☒ No ☐ HIRE DATE 5-92

NAME Perry Edwards TITLE Clerk/stocker
SALARY \$ 26,086 BONUS \$ 1,500 BENEFITS Yes ☒ No ☐ HIRE DATE 6-03

NAME Teresa Martin TITLE Clerk stocker
SALARY \$ 25,060 BONUS \$ 1,500 BENEFITS Yes ☒ No ☐ HIRE DATE 4-04

NAME Megan Faage TITLE Clerk/stocker
SALARY \$ 23,007 BONUS \$ 950 BENEFITS Yes ☒ No ☐ HIRE DATE 7-07

Fiscal Year 2008 (July 1, 2007 - June 30, 2008)

NAME Gary Robinette TITLE Store Manager
SALARY \$ 48,455 BONUS \$ 3,935 BENEFITS Yes ☒ No ☐ HIRE DATE 12-84

NAME Danny Martin TITLE Clerk/stocker
SALARY \$ 32,292 BONUS \$ 1,850 BENEFITS Yes ☒ No ☐ HIRE DATE 5-92

NAME Perry Edwards TITLE Clerk/stocker
SALARY \$ 24,184 BONUS \$ 1,475 BENEFITS Yes ☒ No ☐ HIRE DATE 6-03

NAME Teresa Martin TITLE Clerk/stocker
SALARY \$ 23,213 BONUS \$ 1,675 BENEFITS Yes ☒ No ☐ HIRE DATE 4-04

NAME Megan Faage TITLE Clerk/stocker
SALARY \$ 23,213 BONUS \$ 910 BENEFITS Yes ☒ No ☐ HIRE DATE 7-07
21,273

Fiscal Year 2007 (July 1, 2006 - June 30, 2007)

NAME Gary Robinette TITLE Store Manager
SALARY \$ 45,852 BONUS \$ 4,675 BENEFITS Yes ☒ No ☐ HIRE DATE 12-84

NAME Danny Martin TITLE Clerk/stocker
SALARY \$ 30,558 BONUS \$ 1,540 BENEFITS Yes ☒ No ☐ HIRE DATE 5-92

NAME Perry Edwards TITLE Clerk stocker
SALARY \$ 21,927 BONUS \$ 1425 BENEFITS Yes ☒ No ☐ HIRE DATE 6-03

NAME Teresa Martin TITLE Clerk/stocker
SALARY \$ 21,009 BONUS \$ 1350 BENEFITS Yes ☒ No ☐ HIRE DATE 4-04

NAME Kim Sarka TITLE Clerk/stocker
SALARY \$ 19,685 BONUS \$ 1175 BENEFITS Yes ☒ No ☐ HIRE DATE 12-05

3. Please attach a list of the benefits you pay to your 5 highest paid employees.
Retirement - employee insurance - vacation & sick time

4. List the names of your board members and their annual board compensation for Fiscal Year 2009

Neville Hall 900 yr Tommy Flynt 800 yr
Tommy Webster 800 yr

Fiscal Year 2008

Neville Hall 900 yr Tommy Flynt 800 yr
Tommy Webster 800 yr

Fiscal Year 2007

Tommy Flynt 900 yr Neville Hall 800 yr
Tom Webster 800 yr

5. Do your board members receive insurance or retirement benefits? Yes ☐ No ☒ If yes, what are they? _____
6. Do your board members receive other compensation for their service Yes ☐ No ☒ If so, what? _____
7. Do you have a travel policy for board members/employees? Yes ☒ No ☐ If yes, when was it instituted? 2004 Please attach a copy.
8. Do you have an ethics policy in place for board members/employees? Yes ☒ No ☐ If yes, when was it instituted? 1984 Please attach a copy.
9. Does your ethics policy prohibit receipt of gifts, including for example, entertainment tickets, bottles of alcohol, goods or services? Yes ☒ No ☐
10. Does your ethics policy allow payment of meals or other travel expenses by industry members or private dollars? Yes ☐ No ☒
11. Do you have a nepotism policy in place for board members/employees? Yes ☒ No ☐ If yes, when was it instituted? 1984 Please attach a copy.
12. Do you have a standard process for setting salary and compensation ranges for ABC employees? Yes ☒ No ☐ If yes, when was it instituted? _____ Please attach a copy.
13. Do you pay a car allowance for board members/employees? Yes ☐ No ☒ If so, how much is it per year total and who receives it? _____
14. For your individual board members (and family members if applicable) what was the total travel expense paid or reimbursed from all sources, public and private for ABC-related functions in Fiscal Year 2009? 1300

Submitted by Name Gary Robinette Title: Store Manager Date: 11-25-09

Basic Salary Plan
Last Update 01-01-2008

The purpose of this section is to establish a salary plan for all full-time employees of the Eden ABC Board, which were hired after January 01, 2000. This plan is to be updated January 1st of each year in order to compensate for the cost of living increases. Update to be determined by percentage of increase of social security benefits set by the federal government.

Starting Salary for full-time employee-----	\$19,818
After six months satisfactory service-----	\$20,318
After one year satisfactory service-----	\$20,818

On employees employment anniversary date each year there after a \$500 per year increase will be granted providing that said employee's work is satisfactory. This will continue for six years at which time employee will be considered at top pay for their job classification. Top pay at this time will be approximately \$27,500

The following section applies to all full-time employees of the Eden ABC Board. Merit raises may be given at any time upon recommendation of store manager or board members, at which time must be approved by the board of directors. Cost of living increases will be based on percentage of increase of social security benefits set by federal government.
This plan supercedes any other plan in existence.

This plan originally adopted August 02, 2000
Bill Johnson – Board Chairman
Buddy Tulloch – Board Member
John Wilson – Board Member

EDEN ABC BOARD
318 N. PIERCE ST.
EDEN, NC 27288
(336) 627-8300

TRAVEL POLICY

The purpose of this policy is to establish guidelines for reimbursement of expenditures incurred during authorized travel on official business by the Board Members and Staff of the City of Eden ABC Board.

Expenses to attend ABC conferences, seminars or other official meetings and other travel on official business will be paid.

Reimbursable expenditures include:

- Hotel/Motel accommodations
- Airline travel/ auto rental
- Meal costs and tips (meal allowance of \$40.00 per day).
- Personal use of vehicle reimbursable at current IRS mileage rate.
- Parking and toll fees
- Baggage handling tips
- Conference registration fees and conference related meal fees

If a representative, by choice, stays at a hotel/motel other than the conference site, allowable room expenses shall not exceed the costs at the conference site.

An itemized expense report must be submitted to the Board in a timely manner upon completion of travel.

Any charges incurred by spouse or other person(s) travelling with store representative are not reimbursable.

ARTICLE III

Appointment

SECTION 1. Appointments. The General Manager shall be responsible for recruiting and/or employing such employees as authorized. After reviewing qualifications and experiences of the applicant, the General Manager shall assign the position and salary of the new or promoted employee, subject to board approval.

SECTION 2. Qualification Standards. Employees shall meet the employment standards established by the Board and/or such other reasonable minimum standards as may be established by the General Manager.

SECTION 3. Limitation on Employment of Relatives. Two members of an immediate family shall not be employed at the same time. Immediate family shall be defined as (husband, wife, father, daughter, son, sister, brother, half-sister, half-brother, stepmother, stepfather, stepdaughter, stepson, stepsister, stepbrother, grandmother, grandfather, granddaughter, grandson, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, and brother-in-law).

SECTION 4. Probationary Period. All appointments to full-time positions shall be for probationary period of six (6) months. Before the completion of the probationary period, the General Manager shall report to the Board.

(a) that he/she has discussed the new employee's progress (strengths, failures, and

issued and initialed by employee making purchase and employee making the sale. Under no circumstances should any bottles be removed from the ABC store that have not been paid for and properly documented. Any bottles removed from premises without being properly paid for and documented will be considered as employee theft.

SECTION 10. Vendor Representatives. (State ABC Board Regulations).

Salesmen shall be prohibited from entering any ABC store except for the purpose of making a purchase, In no event shall any salesman visit an ABC store for the purpose of visiting with the store manager or store personnel, nor shall any salesman loiter or loaf in any ABC store, substitute for a clerk or store manager, or in any way promote his merchandise among store personnel ant any time.

Salesmen shall not contact, either directly or indirectly, or call upon store personnel that is off duty for the purpose of promoting his merchandise, Store managers and store personnel shall be equally guilty of any infraction of this regulation. Salesman shall be prohibited from giving whiskey or anything of value to store personnel, including store managers, at any time, and store personnel and store managers shall be equally guilty if they accept gifts, either directly or indirectly, from any salesman. All salesmen should be directed to the General Manager to conduct his business.

Employees should refuse a sale if it could be a violation of the law. A customer should never be accused of being "drunk." Extreme care will be exercised when a sale is refused to a customer in order to prevent public embarrassment of the customer.

SECTION 15. Brand Recommendation. Employees are not to show brand preference in the sale of merchandise. Although preference may not be shown, employees may assist customers who are uncertain of what they want.

SECTION 16. Exchange of Merchandise. Once a customer has left the store with merchandise, it cannot be exchanged. It should be explained that this procedure is for the customer's own protection, that we want everyone to be assured that he is the only one who has ever had that particular bottle out of the store. If, however, there is a complaint against the merchandise, such as "off" taste, bad color, etc..., the customer should be informed that we would have to wait for distiller's decision after analysis, before replacing it. Get their name address and telephone number.

SECTION 17. Conflict of Interest. No member of a local board or employee thereof shall have any direct or indirect interest, in any manner whatsoever, in any firm, corporation, company, or enterprise which manufactures, produces, buys, mixes, bottles, sells, stores or transports alcoholic beverages, and no member or

employee shall be related by blood degree of first cousin or closer to any person interested or engaged in such business.

SECTION 18. Employment of Board Members. No member of a local board shall be employed in any capacity by the board, nor be paid or receive any compensation of any kind from the board, except for compensation as a member thereof. No member of a composite board or other appointing authority shall be employed in any capacity by a local board.

SECTION 19. Employment of Relatives. No local board shall employ, in any capacity, any person related to a board member, composite board member (GS-18a-16) or member of any other authority which appoints members of the local board by blood to a degree of first cousin or closer, nor shall the spouse of any board member be employed by the board.

SECTION 20. Membership on Appointing Board. No member of any local board shall be a member of the composite board or other appointing authority which appoints the local board while serving as a member of that board.

SECTION 21. Confidentiality. Employees are expressly prohibited from giving confidential or other information, records, or printed material pertaining to the Eden ABC Board operation, to anyone other than ABC Board Members or authorized employees. Employees should also refrain from discussing identity of customers with anyone not employed by Eden ABC Board.

Local ABC System
Compensation and Benefits Survey
Please Return on or before December 1, 2009
To Laurie Lee, NC ABC Commission
4307 Mail Service Center, Raleigh NC, 27699

Name of ABC System EDGECOMBE COUNTY ABC BOARD

ABC Employees

1. How many employees does your ABC system have? full-time 8 part-time 18
other _____

2. What are the names, titles, total annual compensation (salaries plus bonuses), benefits (410(k), health, retirement, other) and hire date for the 5 most highly paid employees of your system for the following periods:

Fiscal Year 2009 (July 1, 2008 - June 30, 2009)

NAME LINDA ROGERS TITLE SUPERVISOR
SALARY \$ 44,376 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE 4-1-83

NAME SAMUEL BRANCH TITLE STORE MANAGER
SALARY \$ 33,480 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE 9-1-77

NAME JAMES KEARNEY TITLE STORE MANAGER / WAREHOUSE DELIVERY
SALARY \$ 33,435 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE 6-1-85

NAME RONNIE LEWIS TITLE OFFICE MANAGER
SALARY \$ 31,771 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE 4-1-91

NAME DORIS POWELL TITLE STORE MANAGER / OFFICE PART TIME
SALARY \$ 30,776 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE 4-1-93

Fiscal Year 2008 (July 1, 2007 - June 30, 2008)

NAME LINDA ROGERS TITLE SUPERVISOR
SALARY \$ 44,376 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE _____

NAME SAMUEL BRANCH TITLE STORE MANAGER
SALARY \$ 33,480 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE _____

NAME JAMES KEARNEY TITLE STORE MANAGER / WAREHOUSE DELIVERY
SALARY \$ 33,360 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE _____

NAME RONNIE LEWIS TITLE OFFICE MANAGER
SALARY \$ 31,896 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE _____

NAME DORIS POWELL TITLE STORE MANAGER / OFFICE PART TIME
SALARY \$ 30,576 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE _____

Fiscal Year 2007 (July 1, 2006 - June 30, 2007)

NAME LINDA ROGER TITLE SUPERVISOR
SALARY \$ 44,376 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE 4-1-83

NAME SAMUEL BRANCH TITLE STORE MANAGER
SALARY \$ 33,408 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE _____

32,808

NAME JAMES KEARNEY TITLE STORE MANAGER / WAREHOUSE DELIVERY
SALARY \$ 32,760 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE 6-1-85

NAME RONNIE LEWIS TITLE OFFICE MANAGER
SALARY \$ 30,816 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE 4-1-91

NAME DORIS POWELL TITLE STORE MANAGER / OFFICE PART-TIME
SALARY \$ 29,688 BONUS \$ _____ BENEFITS Yes ☒ No ☐ HIRE DATE 4-1-93

(3) Please attach a list of the benefits you pay to your 5 highest paid employees.

4. List the names of your board members and their annual board compensation for Fiscal Year 2009

SHELLY WILLINGHAM, CHAIRMAN - 1800

C.B. BUNTING III, JOSEPH EAGLES, CHARLIE HARRELL, GLEND HORNE - ALL 900 EACH

Fiscal Year 2008

SHELLY WILLINGHAM, CHAIRMAN - 1800

C.B. BUNTING III, JOSEPH EAGLES, CHARLIE HARRELL, GLEND HORNE - ALL 900 EACH

Fiscal Year 2007

SHELLY WILLINGHAM, CHAIRMAN - 1800

C.B. BUNTING III, JOSEPH EAGLES, CHARLIE HARRELL, GLEND HORNE - ALL 900 EACH

5. Do your board members receive insurance or retirement benefits? Yes ☐ No ☒ If yes, what are they? _____

6. Do your board members receive other compensation for their service? Yes ☐ No ☒ If so, what? _____

(7) Do you have a travel policy for board members/employees? Yes ☒ No ☐ If yes, when was it instituted? 1990 Please attach a copy.

8. Do you have an ethics policy in place for board members/employees? Yes ☐ No ☒ If yes, when was it instituted? _____ Please attach a copy.

9. Does your ethics policy prohibit receipt of gifts, including for example, entertainment tickets, bottles of alcohol, goods or services? Yes ☐ No ☐

10. Does your ethics policy allow payment of meals or other travel expenses by industry members or private dollars? Yes ☐ No ☐

11. Do you have a nepotism policy in place for board members/employees? Yes ☐ No ☒ If yes, when was it instituted? _____ Please attach a copy.

(12) Do you have a standard process for setting salary and compensation ranges for ABC employees? Yes ☐ No ☒ If yes, when was it instituted? _____ Please attach a copy. SEE ATTACHED

(13) Do you pay a car allowance for board members/employees? Yes ☒ No ☐ If so, how much is it per year total and who receives it? 726.00 ATTACHED: BOARD MEETINGS ONLY

14. For your individual board members (and family members if applicable) what was the total travel expense paid or reimbursed from all sources, public and private for ABC-related functions in Fiscal Year 2009? 5,408 TOTAL YEAR TRAVEL ALSO INCLUDES

Submitted by Name LINDA ROGERS Title: SUPERVISOR Date: 11-26-09

726.00 FOR QUESTION 13

#3

**EDGECOMBE COUNTY ABC BOARD
P.O. DRAWER 398
TARBORO, N. C. 27886
Phone 252-823-8147**

Benefits for all full time employees listed below:

Individual Health Insurance, includes dental and life insurance.

Board contribution of 5% monthly to 401K.

Accumulative sick leave at the rate of 8 hours per month.

Vacation scale:

Year 0-1....4 hrs. per month

Year 2-4....8 hrs. per month

Year 15 plus....12 hrs. per month (Employees may not accumulate more than 30 days)

Longevity

2 years service...1%

5 years service...2%

10 years service...3%

15 years service...4%

#7

**EDGECOMBE COUNTY ABC BOARD
P. O. DRAWER 398
TARBORO, N. C. 27886**

Travel Allowance approved for Board members travel:

Board members are reimbursed for mileage to conventions, at state rate per mile.

Board members are given a meal allowance, only for meals not provided by the convention.

Meals rates are:	Breakfast	8.00
	Lunch	12.00
	Dinner	30.00

The Board never buys banquet tickets, instead they are given a 30.00 meal allowance.

Because of the costs, Board members decide before each convention who will be attending. Usually one member, occasionally two members will represent our county at the conventions.

(12)

**EDGECOMBE COUNTY ABC BOARD
P. O. DRAWER 398
TARBORO, N. C. 27886**

Salary Information

Because of a step plan for yearly raises for store employees that the Board used until 2000, the Board decided that the salaries for our county were going to increase at a rate that would not be affordable for the job description of store employees. The Board unanimously voted that effective Jan. 2000, the starting salary for new store employees would be \$18,500 and raises would be given as merited by job performance or across the Board cost of living raises that would be give to all employees.

There have been no raises for employees for Y/E 2009 or Y/E 2010 because of the high unemployment rate in our county, risk and softening of sales, and low interest rates on investments.

There have only been two supervisors for Edgecombe ABC in the last 30 years. The Supervisor, just as all other employees, gets the same percentage rate as employees.

#13

**EDGECOMBE COUNTY ABC BOARD
P.O. DRAWER 398
TARBORO, N. C. 27886
Phone 252-823-8147**

Mileage Paid for Car Allowance

Board members are reimbursed for mileage to Board Meetings if they do not live in Tarboro. The travel for Board meetings for 2008 was \$726.00. This amount is also included in question # 14 because we charge this to travel account, which includes mileage to conventions, and I wanted to provide a "total" for the year for this question.

Local ABC System
Compensation and Benefits Survey
Please Return on or before December 1, 2009
To Laurie Lee, NC ABC Commission
4307 Mail Service Center, Raleigh NC, 27699

NOV 30 2009

NC ABC COMMISSION

Name of ABC System Elizabethtown ABC Board

ABC Employees

1. How many employees does your ABC system have? full-time 3 part-time 3
other _____

2. What are the names, titles, total annual compensation (salaries plus bonuses), benefits (410(k), health, retirement, other) and hire date for the 5 most highly paid employees of your system for the following periods:

Fiscal Year 2009 (July 1, 2008 – June 30, 2009)

NAME Mark Gillespie TITLE Manager
SALARY \$ 32,675.80 BONUS \$ 1200.00 BENEFITS Yes ☒ No ☐ HIRE DATE 3-5-09

NAME Gregory Stickland TITLE Clerk
SALARY \$ 14,281.00 BONUS \$ 300.00 BENEFITS Yes ☒ No ☐ HIRE DATE 1-22-07

NAME Cynthia McKiver TITLE Clerk
SALARY \$ 16,806.51 BONUS \$ 300.00 BENEFITS Yes ☒ No ☐ HIRE DATE 8-20-07

NAME Robert Baker TITLE Part-time Clerk
SALARY \$ 4,927.88 BONUS \$ 100.00 BENEFITS Yes ☐ No ☒ HIRE DATE 9-18-07

NAME Thomas Gonda TITLE Part-time Clerk
SALARY \$ 4,692.11 BONUS \$ 100.00 BENEFITS Yes ☐ No ☒ HIRE DATE 11-11-03

Fiscal Year 2008 (July 1, 2007 – June 30, 2008)

NAME Mark Gillespie TITLE Manager
SALARY \$ 31,720.00 BONUS \$ 1,200.00 BENEFITS Yes ☒ No ☐ HIRE DATE 3-5-90

NAME Gregory Stickland TITLE Clerk
SALARY \$ 18,720.00 BONUS \$ 300.00 BENEFITS Yes ☒ No ☐ HIRE DATE 1-23-07

NAME Cynthia McKiver TITLE Clerk
SALARY \$ 12,232.00 BONUS \$ 300.00 BENEFITS Yes ☒ No ☐ HIRE DATE 8-20-07

NAME Brenda Kelly TITLE Clerk
SALARY \$ 5,344.50 BONUS \$ 100.00 BENEFITS Yes ☐ No ☒ HIRE DATE 10-1-03

NAME Robert Baker TITLE Part-time Clerk
SALARY \$ 4,734.00 BONUS \$ 100.00 BENEFITS Yes ☐ No ☒ HIRE DATE 9-18-07

Fiscal Year 2007 (July 1, 2006 – June 30, 2007)

NAME Mark Gillespie TITLE Manager
SALARY \$ 29,848.00 BONUS \$ 1,200.00 BENEFITS Yes ☒ No ☐ HIRE DATE 3-5-90

NAME Brenda Kelly TITLE Clerk
SALARY \$ 17,721.60 BONUS \$ 300.00 BENEFITS Yes ☒ No ☐ HIRE DATE 10-1-03

Elizabethtown ABC Board

512 BUSINESS TRAVEL EXPENSES

The ABC Board will reimburse employees for reasonable business travel expenses incurred while on assignments away from the normal work location. All business travel must be approved in advance by the ABC Board.

Employees whose travel plans have been approved are responsible for making their own travel arrangements.

When approved, the actual costs of travel, meals, lodging, and other expenses directly related to accomplishing business travel objectives will be reimbursed by The ABC Board. Employees are expected to limit expenses to reasonable amounts.

With prior approval, employees on business travel may be accompanied by a family member or friend, when the presence of a companion will not interfere with successful completion of business objectives. Generally, employees are also permitted to combine personal travel with business travel, as long as time away from work is approved. Additional expenses arising from such non business travel are the responsibility of the employee.

When travel is completed, employees should submit completed travel expense reports within 14 days. Reports should be accompanied by receipts for all individual expenses.

Employees should contact their supervisor for guidance and assistance on procedures related to travel arrangements, expense reports, reimbursement for specific expenses, or any other business travel issues.

Abuse of this business travel expenses policy, including falsifying expense reports to reflect costs not incurred by the employee, can be grounds for disciplinary action, up to and including termination of employment.

**Local ABC System
Compensation and Benefits Survey**
Please Return on or before December 1, 2009
To Laurie Lee, NC ABC Commission
4307 Mail Service Center, Raleigh NC, 27699

Name of ABC System ELKIN ABC

ABC Employees

1. How many employees does your ABC system have? full-time 3 part-time 0
other 0

2. What are the names, titles, total annual compensation (salaries plus bonuses), benefits (410(k), health, retirement, other) and hire date for the 5 most highly paid employees of your system for the following periods:

Fiscal Year 2009 (July 1, 2008 - June 30, 2009)

NAME EDDY W. WILMOTH TITLE MGR
SALARY \$ 52,305.00 BONUS \$ 0 BENEFITS Yes ☒ No ☐ HIRE DATE 9/21/82

NAME Dawn Spicer TITLE CLERK
SALARY \$ 13.83 BONUS \$ 0 BENEFITS Yes ☒ No ☐ HIRE DATE 6-10-88
28,766.00

NAME CORY JESTAL TITLE CLERK
SALARY \$ 10.54 BONUS \$ 0 BENEFITS Yes ☒ No ☐ HIRE DATE 3-7-2002
21,923.00

NAME _____ TITLE _____
SALARY \$ _____ BONUS \$ _____ BENEFITS Yes ☐ No ☐ HIRE DATE _____

NAME _____ TITLE _____
SALARY \$ _____ BONUS \$ _____ BENEFITS Yes ☐ No ☐ HIRE DATE _____

Fiscal Year 2008 (July 1, 2007 - June 30, 2008)

NAME EDDY W. WILMOTH TITLE MGR
SALARY \$ 49,980.00 BONUS \$ 0 BENEFITS Yes ☐ No ☒ HIRE DATE 9-21-82

NAME Dawn Spicer TITLE CLERK
SALARY \$ 13.23 BONUS \$ 0 BENEFITS Yes ☐ No ☒ HIRE DATE 6-10-88
27,508.00

NAME CORY JESTAL TITLE CLERK
SALARY \$ 10.09 BONUS \$ 0 BENEFITS Yes ☐ No ☒ HIRE DATE 3/7/2002
20,987.00

NAME _____ TITLE _____
SALARY \$ _____ BONUS \$ _____ BENEFITS Yes ☐ No ☐ HIRE DATE _____

NAME _____ TITLE _____
SALARY \$ _____ BONUS \$ _____ BENEFITS Yes ☐ No ☐ HIRE DATE _____

Fiscal Year 2007 (July 1, 2006 - June 30, 2007)

NAME EDDY W. WILMOTH TITLE MGR
SALARY \$ 46,000.00 BONUS \$ 0 BENEFITS Yes ☒ No ☐ HIRE DATE 9-21-82

NAME Dawn Spicer TITLE CLERK
SALARY \$ 12.83 BONUS \$ 0 BENEFITS Yes ☒ No ☐ HIRE DATE 6-10-88
26,668.00

NAME Cory Jastal TITLE Cleric
 SALARY \$ 9,790.00 BONUS \$ 0 BENEFITS Yes ☒ No ☐ HIRE DATE 3/7/2002
420,363.00

NAME _____ TITLE _____
 SALARY \$ _____ BONUS \$ _____ BENEFITS Yes ☐ No ☐ HIRE DATE _____

NAME _____ TITLE _____
 SALARY \$ _____ BONUS \$ _____ BENEFITS Yes ☐ No ☐ HIRE DATE _____

3. Please attach a list of the benefits you pay to your 5 highest paid employees.

4. List the names of your board members and their annual board compensation for Fiscal Year 2009

CHAIRMAN Dan Paek \$2400.00 Denise CRaten \$1500.00
Robin Turner \$1500.00

Fiscal Year 2008

CHAIRMAN Dan Paek Joe McCulloch \$1500.00
Robin Turner

Fiscal Year 2007

CHAIRMAN Dan Paek \$2400.00 Joe McCulloch \$1500.00
Robin Turner \$1500.00

5. Do your board members receive insurance or retirement benefits? Yes ☐ No ☒ If yes, what are they? _____

6. Do your board members receive other compensation for their service Yes ☐ No ☒ If so, what? _____

7. Do you have a travel policy for board members/employees? Yes ☐ No ☒ If yes, when was it instituted? _____ Please attach a copy.

8. Do you have an ethics policy in place for board members/employees? Yes ☐ No ☒ If yes, when was it instituted? _____ Please attach a copy.

9. Does your ethics policy prohibit receipt of gifts, including for example, entertainment tickets, bottles of alcohol, goods or services? Yes ☐ No ☒

10. Does your ethics policy allow payment of meals or other travel expenses by industry members or private dollars? Yes ☐ No ☒

11. Do you have a nepotism policy in place for board members/employees? Yes ☐ No ☒ If yes, when was it instituted? _____ Please attach a copy.

12. Do you have a standard process for setting salary and compensation ranges for ABC employees? Yes ☐ No ☒ If yes, when was it instituted? _____ Please attach a copy.

13. Do you pay a car allowance for board members/employees? Yes ☐ No ☒ If so, how much is it per year total and who receives it? _____

14. For your individual board members (and family members if applicable) what was the total travel expense paid or reimbursed from all sources, public and private for ABC-related functions in Fiscal Year 2009? 0

Submitted by Name Eddy Wilmore Title: mgr. Date: 11-27-09

Dental Ins

Life Ins

Local Gov. employees Retirement system

5 paid Holidays

3 weeks vacation

5 PD sick Days

TO. CAUSA 122
FROM : ELKIN ABC
4 PAGES Incl cover